

St Bede's Catholic College



English Teacher Recruitment Pack

This is an exciting opportunity to

- Teach **motivated, respectful students** in a calm environment
- Benefit from a **genuinely manageable workload** with shared resources
- Join a **high-performing, supportive English team**
- Access **high-quality CPD and clear development pathways**

Permanent, full-time contract, from 1st September 2026

Pay scale M1-M6 £32,916 - £45,352

Closing date: Noon on Thursday 23rd April 2026



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www.stbedescc.org



Long Cross, Lawrence Weston, Bristol, BS11 0SU

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Principal: Mr R. J. King, M.Ed

Dear Applicant,

Thank you for your interest in the post of English Teacher at St Bede's Catholic College.

St Bede's is a great place of learning with a distinctive culture and spirit. Visitors often comment on the calm, industrious atmosphere where students are inspired to develop their talents and challenged to achieve excellence. Achievement and effort are recognised, valued, and celebrated at every opportunity.

Both within and beyond the classroom, students are offered a wealth of opportunities to explore their gifts and grow in confidence, resilience, and independence. As a Catholic college, we place spiritual and moral development at the heart of our work, fostering faith, compassion, and service in every member of our community.

Our students are ambitious, enquiring, and open-minded. They are encouraged to think critically, work hard, and aspire to excellence in all they do. Academic success has long been a hallmark of St Bede's, but our vision extends beyond results—we aim to form well-rounded individuals, confident in themselves and committed to the common good.

When you visit our vibrant community, you will find that quality, respect, and purpose underpin everything we do.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'R. King'.

Mr R King

Principal



The St Bede's Way

The St Bede's Way is a practical guide to the culture at St Bede's. It is the way we aspire to do things; the expectations we have of each other and the support we provide to help us all succeed. It is the aim of all our community, both adults and students.

St Bede's has one simple message: **Work Hard. Be Kind. Do The Right Thing.**

Where Excellence meets Purpose

At St. Bede's Catholic College, we believe that our colleagues are the heartbeat of our institution. We are not just a school; we are a community committed to fostering an environment where every member thrives.

As you consider joining our team, here's what we promise to provide you:

Inspiring Mission and Values:

Be part of a community driven by a rich heritage and a commitment to excellence in education. Our Catholic values permeate everything we do, creating a purpose-driven work environment.

Collaborative and Inclusive Culture:

Embrace a culture of collaboration, where your unique skills and perspectives are valued. We are committed to creating an inclusive atmosphere that celebrates diversity and encourages open dialogue.

Professional Growth and Development:

Your growth matters to us. Access ongoing professional development opportunities, workshops, and mentorship programs to ensure you stay at the forefront of your field and achieve your career goals.

Student-Centric Approach:

Experience the joy of shaping young minds. Our student-centric approach prioritises their holistic development, providing you with the satisfaction of contributing to their growth and success.

Work-Life Balance:

We understand the importance of a balanced life. Enjoy a supportive work environment that values your well-being, providing flexibility and resources to help you maintain a healthy work-life balance.

State-of-the-Art Facilities:

Work in a modern and well-equipped campus that fosters a positive learning environment. Our facilities are designed to inspire creativity and innovation in both students and staff.

Community Engagement:

Engage with the local community and make a difference beyond the classroom. Join initiatives that connect our school with the broader community, reinforcing our commitment to social responsibility.

Join St. Bede's Catholic College and be part of a community where your skills are appreciated, your growth is nurtured, and your contributions make a lasting impact on the lives of students.

Overview

We are seeking a passionate, committed, and inspiring Teacher of English to join our dynamic and successful English Faculty.

This role would suit an ECT or an experienced teacher who is enthusiastic about delivering engaging lessons and helping students achieve their full potential.

You will:

- Deliver high-quality, engaging lessons up to GCSE (A Level desirable)
- Inspire a love of English through creative and engaging teaching
- Contribute to a collaborative and supportive department

St. Bede's is proud to serve a diverse community, and we warmly welcome applications from candidates of all backgrounds.

Why join St. Bede's?

St. Bede's Catholic College enjoys an outstanding reputation locally, within the Diocese, and nationally. We are recognised by the Diocese as an Outstanding Catholic school and hold multiple awards that reflect our commitment to excellence, including:

- SEND Inclusion Award – recognising high-quality provision for students with SEND
- Beacon School Status for Holocaust Education
- Geography Quality Mark
- Incorporated Society of Musicians Award for excellence in Music
- Recognition from SSAT for Leadership through Moral Purpose, Engaging with Evidence and Research, and Outstanding Results
- Leading Parent Partnership Award for our strong relationships with families
- Investor in People re-accreditation

What we offer

- A school dedicated to helping every student reach their full potential
- Collaborative working and a strong emphasis on work-life balance
- A friendly, professional, and supportive staff community
- Excellent CPD, mentoring, and coaching opportunities for professional growth
- Comprehensive induction and ECT support programmes
- On-site parking
- Membership of the Teacher Pension Scheme
- Workload-friendly marking and communication policies
- Membership of the DfE Staff Wellbeing Charter
- Cycle to Work Scheme
- Free use of the College gym
- Employee Assistance Programme

We're looking for someone who is:

- A talented, reflective, and self-motivated teacher of English
- Passionate about inspiring students through engaging and creative teaching
- Ambitious for every learner and committed to helping them achieve success
- A collaborative team player with strong professional standards
- Dedicated to personal growth and the pursuit of teaching excellence

If you are looking for a school where you can teach great lessons, be supported by your colleagues, and maintain a healthy work-life balance, we would be delighted to hear from you.

All offers of employment are subject to Enhanced DBS clearance, excellent references, and medical clearance.

Person Specification

English Teacher from 1st September 2026

Criteria	Essential	Highly Desirable
Catholicity	<ul style="list-style-type: none"> ▪ Willingness to support the Catholic character of St Bede's 	<ul style="list-style-type: none"> ▪ Catholic
Qualifications	<ul style="list-style-type: none"> ▪ Graduate or equivalent ▪ Qualified Teacher status 	<ul style="list-style-type: none"> ▪ Good Honours graduate
Teaching	<ul style="list-style-type: none"> ▪ Excellent and reflective classroom practitioner ▪ Ability to motivate and challenge students to achieve high standards ▪ Ability to teach English up to GCSE ▪ Ability to provide student feedback, mark work and talk to parents and carers about their children's progress ▪ Good classroom management skills ▪ Good computer skills ▪ Willingness to be involved in co-curricular enrichment opportunities ▪ Follow safeguarding procedures 	<ul style="list-style-type: none"> ▪ Ability to teach a second subject to GCSE ▪ Ability to teach English up to A level
Professional Development	<ul style="list-style-type: none"> ▪ Evidence of ongoing professional development ▪ Broad knowledge of educational developments 	
Personal Qualities	<ul style="list-style-type: none"> ▪ Ability to develop and maintain good relationships with children and colleagues ▪ Ability to communicate clearly ▪ Be flexible and open to change ▪ Optimistic disposition ▪ A positive attitude to students of all abilities and dispositions ▪ Trustworthy, conscientious and loyal ▪ Emotionally intelligent ▪ Energy and enthusiasm ▪ Well organised and good interpersonal skills ▪ A desire to achieve and be successful ▪ Good and smart professional appearance ▪ A good sense of humour 	
Health	<ul style="list-style-type: none"> ▪ Good health ▪ Good attendance record ▪ Stamina 	
Record	<ul style="list-style-type: none"> ▪ Clear Criminal Record 	
Letter of Application	<ul style="list-style-type: none"> ▪ Ability to address succinctly the essential characteristics of this position ▪ Co-Curricular interest and/or experience 	
References	<ul style="list-style-type: none"> ▪ Two good professional references 	

The point on the salary range will depend on experience, expertise and professional qualifications

The English Faculty: Our Odyssey

Head of Faculty, Mr S Slocombe

At St Bede's, the English curriculum is more than a sequence of lessons; it is a meticulously designed **Odyssey**—a journey that fosters depth, relevance, and cultural capital. We place compelling and challenging texts at the heart of our practice to inspire a lifelong love of reading, creativity, and critical curiosity.



A Curriculum of Depth and Discovery

Our "Odyssey" is vertically integrated, ensuring that core themes—such as conflict, society, and power—are introduced in Year 7 and revisited with increasing sophistication through to Key Stage 5.

- **Key Stage 3:** We prioritise a richness of learning that allows for a broad discovery of voices. Students explore everything from the "Dragon's Den" power of persuasion to Arthurian legends and modern dystopian fiction.
- **Key Stage 4:** Following the Edexcel GCSE Language 2.0 and AQA Literature specifications, we move beyond simplistic frameworks. We utilise university-style lectures and higher-order questioning to help students access top marks, with 87% of learners achieving Grades 4–9 over the last three years.
- **Key Stage 5:** We offer AQA A Level courses in both Language and Literature. Students engage in seminar-style discussions, applying complex linguistic frameworks and literary theories to texts ranging from *Othello* to *The Handmaid's Tale*.

Innovation and Impact

We are a high-performing faculty that balances rigorous, research-informed pedagogy with the creative freedom for teachers to share their own expertise.

- **Research-Led Practice:** We utilise specific frameworks, such as **FEEDOWL** and **FILMS**, alongside pedagogical research to embed elite reading and writing skills.
- **Social Justice:** We are committed to closing the attainment gap for Pupil Premium learners through our **First Story** program and funded cultural experiences, such as theatre trips and "Poetry Live".
- **Creative Assessment:** We have moved away from rigid marking in favour of creative strategies and formative assessment that make learning "come alive".
- **Global Citizenship:** From a Catholic and global standpoint, we encourage students to question real-world events critically, integrating significant dates like Holocaust Memorial Day and International Women's Day into our Schemes of Learning.

Beyond the Classroom

Our faculty is a vibrant hub of extracurricular excellence. Students regularly achieve success in prestigious competitions, including the **English-Speaking Union (ESU)**, the Catenian public speaking competition, and the Gabblers. We also host regular visits from acclaimed authors, such as Nikesh Shukla, to further inspire our students' creative voices.





PREAMBLE

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

PART ONE: TEACHING

A teacher must:

1 Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2 Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4 Plan and teach well structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5 Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

How to Apply

Please submit your application online via e-teach and submit this with a letter outlining your experience and suitability for this role by noon on Thursday 23rd April 2026

Paper copies of the application form are available on request.

If you have any queries regarding the post or to arrange a school tour or telephone discussion, please email Claire Walker, PA to the Principal, at walkerc@stbcc.org

St Bede's is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

No other application forms or curriculum vitae' will be accepted.

We are an equal opportunities employer that is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory references, online screening, qualification verification and evidence of your right to work in the UK.

Our safer recruiting and safeguarding policies are available on our website: www.stbedesc.org

